



Apprenticeship RHODE ISLAND

Providing Workforce Solutions for the RI Health Care System

Benefits of Apprenticeship for Healthcare Employers

Addressing a Talent Shortage

As baby-boomer nurses and other medical professionals begin to retire, health care organizations are turning to the apprenticeship model as a creative recruitment strategy as well as an opportunity to up-skill current employees. Apprenticeship provides experienced workers a chance to pass along their knowledge to the next generation.

Creating Consistency in Workforce Practice

With an overlap in occupational titles and job responsibilities system-wide, apprenticeship can create a consistent system for on-the-job learning as well as related training.

Enhancing Skills

For certified and licensed professions, apprenticeship offers a structured way to up-skill the entire workforce to the required professional standards.

Developing Career Pathways

The model of apprenticeship lends itself to creating lateral or upward career pathways as well as cross-training between different occupations.

Measuring Outcomes

Studies show increased ROI and improved talent recruitment. 97% of apprenticeship sponsors would recommend the model to others.

Registered Apprenticeships

- Case Manager
- Community Health Nurse
- Community Health Worker
- Clinical Nurse Specialist
- Licensed Alcohol & Drug Counselor
- Licensed Practical Nurse (LPN)
- Medical Assistant
- Medical / Hospital Coder
- Pharmacy Technician



CVS Health apprenticeships are comprehensive training pathways that combine mentored on-the-job learning with related instruction. Apprenticeship makes sense for CVS Health because it allows us to recruit more broadly and hire staff that look like the communities we serve.

David L. Casey, Vice President, Workforce Strategies & Chief Diversity Officer, CVS Health



One of my heartfelt interests is providing career pathways for Care New England Health System employees, by creating training opportunities and on-the-job work experiences that lead to an internal talent pipeline to support skill gap areas. This is where apprenticeship really fits. The high level of support from Apprenticeship RI is giving us the boost we need to develop multiple apprenticeship programs.

Jody Jencks, Director of Workforce Development, Care New England Health Systems



University Medicine's program is the only apprenticeship tied to an LPN curriculum in the nation. We are grateful for this highly collaborative effort that results in a significant career growth opportunity for our staff. Apprenticeship RI worked with UM to design and develop the apprenticeship phase of the program, acting as intermediary between the state, registering the apprenticeship and assisting with required documentation.

Dr. Louis B. Rice, President and CEO of University Medicine

